



This Memorandum of Understanding (MOU) is being into by the Howard County Public School System (HCPSS) and the Howard County Education Association (HCEA) representing the certificated and non-certificated units regarding staff providing coverage for bus delays due to transportation issues for the 2023-2024 school year.

Compensation for Coverage of Students Due to Bus Delays

With the current bus delays and bus driver shortage for the 2023-2024 school year, many schools will have bus delays and re-routes that will result in students arriving at school early and leaving school late.

For the times that require support before or after a staff member's contractual duty hours to assist with transportation coverage, supervisors will solicit staff volunteers. Staff members that volunteer will be paid \$25.00 per hour to assist with students who have been dropped off early or are waiting for a late pick-up due to the bus delays. Staff members are only authorized under this MOU to perform duties associated with providing coverage to assist with transportation.

FURTHER,

The pay rate of \$25.00 per hour is payable in 30-minute increments (rounded up) and will include overtime pay, if applicable. Overtime will be calculated on a Thursday – Wednesday work week for any worked hours over 40 hours. Only hourly employees are eligible for overtime in accordance with the Fair Labor Standards Act.

- If someone works 10 minutes before or after their contract hours in a day, they get paid for 30 minutes (\$12.50)
- If someone works 31 minutes before or after their contract hours in a day, they get paid for 60 minutes (\$25.00)

For any portion of the time that falls during a staff member's typical contractual duty hours, there will be no additional pay.

FURTHER,

Any staff member who is a parent of an HCPSS student, and who used paid annual or personal leave as a result of HCPSS bus disruptions, will have that increment of leave restored to their leave balance. This provision will only apply to staff members who are parents of HCPSS elementary school, middle school, or special needs students. Staff members that took leave for the entire day or used sick leave will not be eligible for the restoration of leave.

FURTHER,

This agreement is retroactive to August 28, 2023, and will remain in effect through the end of the 2023-2024 school year.

IN WITNESS WHEREOF, the parties hereto have duly executed this MOU on the date set forth herein.



T. Michael Carson, HCPSS Chief Negotiator

Date: 11.28.2023



Benjamin Schmitt, HCEA President

Date: 11.28.2023